DCNG Mentorship Program

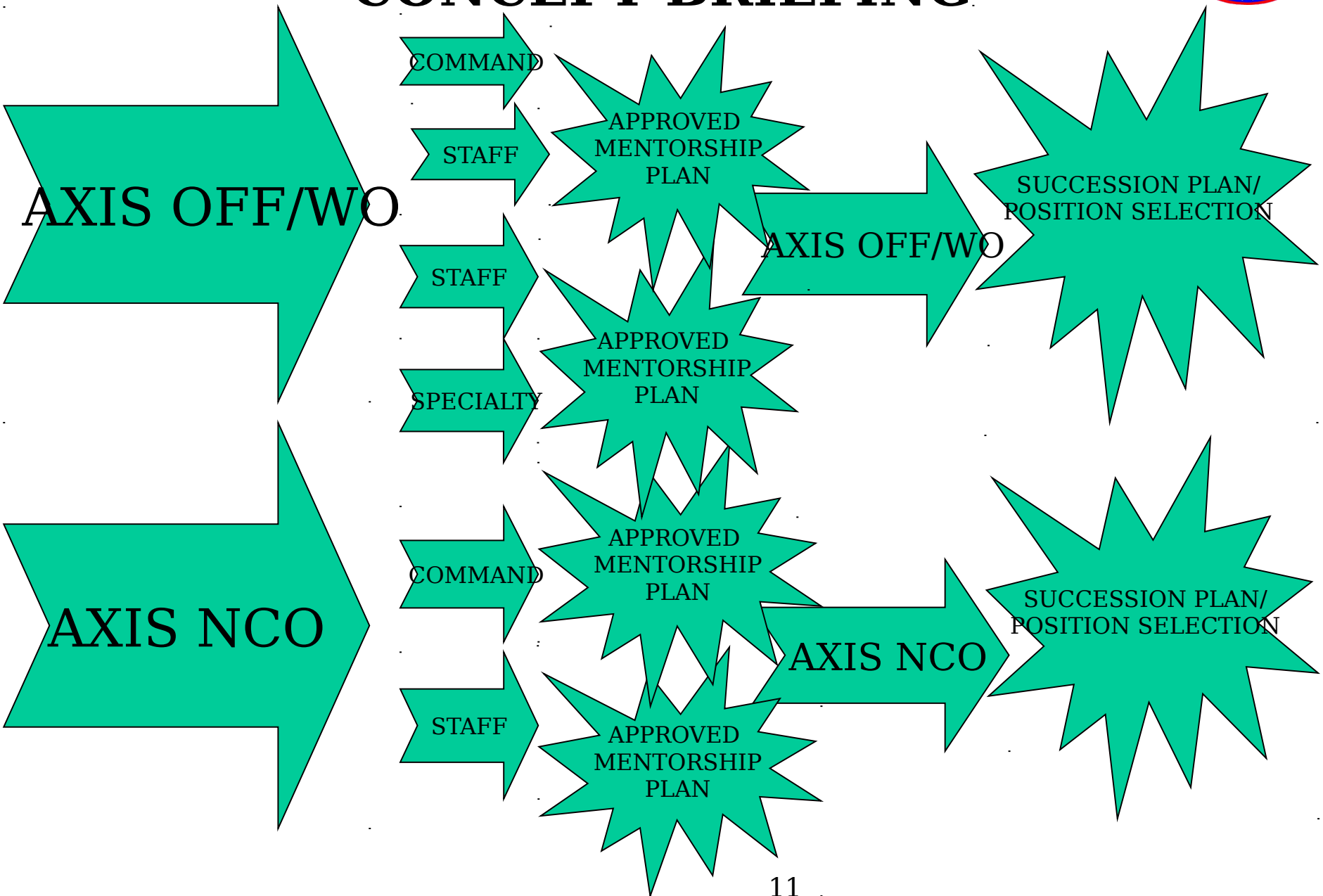
Senior Leaders Update

DCG, DCNG GUIDANCE

- **<u>VISION</u>: Groom leaders (Officers, Warrant Officers, and NCO's) for current and future leadership positions.**
- **<u>INTENT</u>: Provide competent and qualified leadership for the DCARNG.**
- **<u>GOAL</u>: Institute a Formal Program with informal oversight that complements current leadership programs.**
- **<u>OBJECTIVES</u>:**

1. **Designate Program Managers .**
2. **Identify and approve mentors. Provide formal training for those mentors.**
3. **Provide formal quality control and surveys and milestones.**
4. **Tie into established succession plans, Promotion Boards and Unit Sponsorship programs.**
5. **Establish baseline capabilities/qualities for command, staff and specialty assignments.**

DCARNG MENTORSHIP PROGRAM CONCEPT BRIEFING



DCARNG MENTORSHIP PROGRAM

- **Formal Program to groom senior leaders for current and future leadership positions.**
- **Oversight and by DCG, DCNG.**
- **Program managers provide management, plan templates, identification of mentors and IPRs.**
- **DCARNG, G3 provides training.**
- **DCNG IG & Chaplain provides quality control & surveys(???)**
- **Feeds into and complements succession plans, Promotion Boards and Unit Sponsorship programs.**
- **Provides baseline capabilities/qualities for command, staff and specialty assignments.**
- **Senior Mentors will manage mentor assignments.**
- **Assignment of more than one mentors is on an exception basis.**

ENTOR IDENTIFICATION AND ASSIGNMENT

- **Mentors must be a minimum one grade above the Mentoree.**
- **Prefer Senior Mentors be two grades above the control group.**
- **Senior Mentors are chosen by the DCG, DCNG.**
- **Mentors are chosen by the Senior Mentors and Program Managers.**
- **Mentors are assigned by the Senior Mentors with input by the Unit Commanders.**
- **G3, DCARNG will provide initial training for both the Senior mentors and mentors and provide biennial refresher training.**
- **All Senior mentors are formally appointed by the DCG, DCNG for a period of 2 years.**
- **All Mentors are formally appointed by the DCG, DCNG for an indefinite period of time.**

MENTOR AND SENIOR MENTOR TRAINING

- USCG-Washington, DC will provide MTT.
- The POI is tailored for a drill weekend (Friday, Saturday format).
- Target sessions are July/August.
- A formal request was sent to the CG, Wash USCG Command, Wash, DC.
- G3, DCARNG will train both the Senior mentors and mentors and provide biennial refresher training based on this initial training POI.

MENTORSHIP CONTROL GROUP

- All soldiers are included the control groups (E5-E8, 01-05, WO-CW3).
- A mentor is assigned to each soldier within the control groups.
- A senior mentor is assigned to each control group. The role of the senior mentor is to match mentors with each soldiers and affect the initial linkup.

RECOMMENDED TIMELINE

- Prepare mentorship folders to include checklist, feedback forms and surveys: April 2004
- Initial concept brief to BG Schwartz: NLT 23 April 2004
- Provide to DCARNG staff and Commanders for input: 2-21 April 2004.
- Provide Decision brief to BG Schwartz: 4 May 2004?
- Identify and assign Mentors and Senior Mentors: NLT 15 May 04?
- Train Mentors and Senior Mentors NLT 30 May?
- Brief program to senior leaders and soldiers May- June drills?
- Implement Program: 1 July - 30 August 2004
- Provide 1st IPR at the September AEC: September 2004.

ROAD AHEAD

- Brief the Senior Staff and Commanders at the May Offsite.
- Implement the approved timeline.